

Discussion Item: Immigration, Baby Boomer Retirements and the California Challenges

The Center for Continuing Study of the California Economy recently completed their American Progress report. Below are findings of workforce related issues looking at baby boomer retirements and the implications for policy at the national level.

- There will be 45 million retirements and another 13 million job openings from people changing occupations. For California that means approximately 6 million retirements and another million job openings that will be filled from changes in occupations. **These projections assume that older workers stay in the workforce longer.**
- These job openings are on the top of those created by job growth. **As a result of the large number of retirements, openings and workforce needs will be in most occupations covering a range of skills and experience.** This creates both an opportunity for people to move up to better jobs and a challenge in providing the workforce that will keep California competitive and prosperous.
- **Nearly all of the net additions to the workforce will come from new immigrants and the children of current immigrants.** The number of new non-immigrant workers will be offset by the number on non-immigrant workers who leave the workforce during the next 15 years.
- While education and training for existing workers and students is absolutely critical on both economic and social grounds, it is also true that in the short and medium term immigration is particularly critical for replacing retiring workers and meeting the challenges of high-skill job growth.
- There are two ways in which the CWIB may be interested in participating in the discussion of the connections between immigration and workforce policies:
 - Weighing in on the national immigration debate in favor of strong consideration of workforce implications of future immigration policy
 - Supporting efforts to identify the implications of baby boomer retirement and immigration in California